

August 2007

## LCI's Board Members:

**Jeff Klages, President**  
Coty US LLC (Director of Mfg)

**Nirav Mehta, Vice President**  
Coty US LLC (Packaging Engineer)

**Lynda Carr, Secretary**  
VP Logistics/Mfg (Executive Asst)

**Sharon Dickens, Treasurer**  
Central Carolina Hospital (CFO)

**John LeTrent, Facilities Chair**  
First Health of the Carolinas  
(Corporate Director)

**Tammy Koger**  
LCI, Inc (Executive Director)

**Sue Marshburn**  
LCI, Inc (Associate Director)

**R. Oliver Crawley, Jr**  
Smith Barney  
(Financial Advisor)

**Joyce Edmonds**  
BT Bullock Elem School (AIG Lead  
Teacher)

**Jeff Kimbel**  
Coty US LLC (Dir. Of HR)

**Alex Gonzalez**  
Lee County Public Health  
(Administrative Officer)

**Robert Troutman**  
Harnett Co. Schools (Dir. Financial  
Services)

**Bob Bridwell**  
Lee Co. Government (Dir. Of Lee  
Co. Community Development)

**Marilyn Ebken**  
Parent

**Margaret Murchison**  
WFJA Radio (News & Public Affairs  
Dir)

We would like to say THANK YOU to our outgoing members who made a tremendous impact during their active terms:

**Tom Joyner**  
**Dr. Rick Ebken**  
**Scott Ansede**

### LCI Wins National Award for Workplace Safety

LCI joined a select group of small employers when we received a national SHARP award for operating a model occupational safety program.

SHARP, an acronym for the Safety and Health Achievement Recognition Program, is awarded by the federal Occupational Safety and Health Administration. It recognizes small employers nationwide who create and maintain an exemplary safety and health management system.



# Horizons

## Executive Director's Update

**LCI** has had another eventful year full of opportunity and success serving individuals with disabilities and other barriers to employment. This past year LCI staff assisted 30 individuals in obtaining employment and 12 youth participated in our "summer youth employment" program. The summer employment program assisted youth in learning job skills and expectations while helping area employers fill voids within their companies.

The Assistive Technology (AT) program took off and served over 30 individuals by identifying and/or training on adaptations for the computer allowing them opportunities in today's job market and educational settings that has not been possible in the past. Through working with the local mental health program, LCI obtained approval to provide *Targeted Case Management* services for individuals with developmental disabilities. Along with this new service, LCI continues to provide one-on-one assistance and day programming for individuals in Lee, Moore, Chatham and Harnett counties.

Again this year, local industry has received assistance from LCI participants in completing various contracts. LCI has increased the daily volume of work to meet the demands of local industry and to ensure that individuals in training receive vocational opportunities. Many local citizens and companies have utilized the LCI Awards department for their trophies, awards, engraving, and promotional items. This year, we will be offering a NEW PRODUCT line by providing sublimation services. We look forward to meeting the communities' needs in our Awards Department. We are proud to report that LCI again received a 3-year national CARF accreditation for our employment services, day programming, placement and job coaching services. AND this year, we were reviewed by CARF for national accreditation for the Assistive Technology (AT) program where we received an "exemplary" notice making LCI one of the TOP Assistive Technology programs in the country.



**Tammy Koger, the Executive Director at LCI**

LCI staff continues to provide services that impact over 120 individuals on a daily basis. The lives touched by LCI staff go far beyond the individual, but expands to their families, businesses, and the local community. Individuals get the opportunity to obtain skills in independence and employment and are becoming self-sufficient, tax-paying citizens. Support from the local community has been good and we continue to need your support as we move into the future. The LCI endowment allows you to support LCI and our participants long-term. You can obtain more information regarding the LCI endowment by contacting us at (919) 775-3439. Thank you all for your continued support and dedication to the services we provide and to individuals with disabilities and other barriers to employment.

## Tires Stolen From LCI's Delivery Truck



**Erin Coleman, a WRAL reporter, interviews Brenda B.**

When workers at Lee County Industries opened the back door on a Saturday in April, they say they saw the unthinkable. "It's just unbelievable really even to think about it at this point that somebody would do that,"

said LCI manager Libby Dew. Sometime between Thursday night and Saturday morning, someone propped up their delivery truck, stripped the tires, and left the non-profit with a \$5,600 bill. The thieves stole four tires, four rims and all 32 lug nuts. But what happened to the truck also affected what went on inside the non-profit group. LCI provides job training to people with mental and physical disabilities. The

agency sub-contracts work for a number of companies in Lee County. Without the truck, it could not get new work orders in and send completed work out. LCI was able to work through this difficult time, having learned a tough lesson in the process. "You would think that it would be a fair world but it don't look like it," said LCI participant Brenda B. Lee County Industries fixed the truck and is back in business.



**A Vocational Rehabilitation participant works with RJ Cooper at a workshop hosted by LCI.**

**LCI, CCCC & CCSHRM will be hosting a conference in Spring '07 for employers & educators! Watch for more details in the coming months and we hope you will be able to join us!**



**One of LCI's participants working hard at LCI!**

## Assistive Technology

It has been a busy, exciting AND PRODUCTIVE first year in the AT Center. This year, we are expecting to continue to increase the number of individuals served in the center. The AT Center is committed to empowering individuals to become independent and productive citizens by increasing their possibilities in their lives and breaking down barriers to their education and employment. We would like to thank those who have supported us in our inaugural year and we hope you will continue to support the endeavors of the AT Center.

### AT Center Highlights for the 05-06 Year:

- Evaluated and/or trained over 25 individuals, including creating an email/internet class
- Julie Dutchess received national accreditation from RESNA as an AT Practitioner
- The AT Center received 3-year CARF accreditation with an EXEMPLARY rating
- Worked closely with Lee, Chatham, Moore, Harnett County school systems, Vocational Rehabilitation, Youth Services/ WIA, CCCC and local businesses
- AT Open House-over 50 people attended to witness the possibilities of AT
- Co-sponsored AT workshop with CCCC-the presenter, RJ Cooper, is considered an expert in the AT field and traveled from CA to work with 8 local individuals to demonstrate how to use AT in the schools and workplaces
- Julie Dutchess spoke at local civic organizations and LCI had booths at conferences and expos to promote the benefits of AT in the classroom and employment settings

## Awards

The Awards Department created more than 5000 trophies, plaques, etc last fiscal year for the Sanford Area Soccer League, local athletic programs, schools, businesses, and other organizations. Thank you for supporting LCI!

### Sublimation is coming to LCI!!

This is a new printing process for LCI. The following are the items we will have available to personalize with photos:

- Cup
- Coasters
- T-shirt
- Mouse Pads
- Ceramic Tiles
- Clipboard
- Tins
- Full color name badges
- Puzzles
- Plaques

**Keep in mind the holidays are approaching. We can help you make someone happy with a personalized item for a gift.**

**Pete B. has had a productive year in the Awards Dept. He went from making 6 trophies a day to making 60 a day!! Way to go, Pete!**



## Enrichment

Mental Health News:

- On September 1, 2005 a new CAP-MR/DD waiver went into effect. This effected many of the CAP participants that we received (i.e. service name changes and the amount of hours they receive).
- LCI was endorsed through Sandhills Center for MH/DD/SAS to provide case management services. LCI starting to provide case management services to consumers effective in April 2006. Serve Lee, Harnett, Moore and Chatham counties. Lisa Yancey started July 2006 to serve these individuals.
- LCI received a 3-year accreditation through CARF.
- The ADVP program hired a new Disabilities Services Coordinator, Donna Boykin, in May 2006.
- LCI received licensure through the Division of Facility Services (DFS) in June 2006.

## Industry

The following are just some of the many highlights of the industrial department at LCI:

- During a one week span, LCI employees inspected a record number of over 300,000 metal parts
- During the month of June, almost 800,000 parts were inspected, packaged, labeled or assembled. It was a GREAT TEAM EFFORT!
- LCI began working with the out of state vendors for our local industries, doing their

rework or inspections

- LCI's Industrial contracts have doubled in the past year which has allowed more participants to work and earn more money then in the past
  - The completion of a job everyone could do, The Moen Bracket Assembly, will be missed by all.
- THANKS:**
- **Coty US Inc**
  - **JT Davenport & Sons Inc**
  - **Trans-Matic MFG Co**
  - **Jones Printing Co Inc**
  - **Pentair Water Pool and Spa**
  - **Moen Inc**
  - **Magneti Marelli Powertrain USA Inc**
  - **Cargo Control USA**
  - **Spanset Inc**
  - **Zenith Pumps**

To the following Industrial partners for their continued support by allowing LCI to assist in their production needs:

## Vocational Services



**Lisa G., one of LCI's clients through the NC Division Services for the Blind Department, receives her first paycheck from Deborah Blackmon, the owner of DeBorah's Restaurant in Dunn, NC.**

In the Work Adjustment program, LCI placed 23 individuals in competitive jobs! Some of the employers are Taylor Automotive, Patriot Performance, Ashwood Estates, McDuff's Cleaners, Hardee's and Pizza Inn...*just to name a few.*

In the Supported Employment Program, LCI placed 7 individuals in competitive jobs! Some of those employers included La Dolce Vita, Pizza Hut and Abundant Life Day Care.

Ginny Connolly-Manhardt, Vocational Services Coordinator, started a Work Adjustment classroom curriculum, to include weekly classes on taking responsibility for your choices, how to interpret newspaper classifieds, how to research potential employers, appropriate behaviors for interviews and for the workplace, and how to properly complete job applications. Participants also get a chance to perform mock job interviews, and learn what types of questions to expect from employers.

A Speaker Series was presented to ALL participants (VR, ADVP and CAP).

Community leaders came to LCI and did presentations on topics such as good hygiene, nutrition, fire safety, and housing options, such as Habitat for Humanity.

## Youth Services

This was a new program at LCI this year. This program focuses on employability skills for low income, at-risk youth. The youth had many group activities this year, including attending a financial literacy conference, visiting the NC State Capitol and sitting in on a legislative session, and learning to become HIV peer lay health advisors.

The Higher Me! program was able to provide funding for tuition and books for 6 youth to attend CCCC, and one to attend Sanford Lee School of Barbering. Because young mothers are served in this program, Higher Me! has also been able to provide child care for 4 of our youth so that they could attend school or work. In addition, 11 youth have been placed in summer jobs through Higher Me!. Higher Me! subsidizes the hourly wage so that the youth can work in jobs that they are interested in pursuing. They are able to get real-life experience to help them decide their career path.

Higher Me! has a mentoring program where in each youth is set up with a mentor for support in everyday skill making. Mentors are asked to commit to the Higher Me! program for one year and be in touch with their chosen youth as needed.



**Participants are working to complete their tasks for one of the many jobs performed at LCI for local businesses.**



**Kyle working at Robert's Collision during his summer employment through the youth program. The company has now hired Kyle on as a staff member.**



**LCI, Inc**

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**LCI's Mission:**

**LCI is committed to empowering individuals to become independent and productive citizens through education and progressive vocational training by partnering with industry and the community to provide quality products and services.**

***We CANNOT Do It Without You***

LCI is a private, nonprofit, tax-exempt organization serving individual with disabilities and other barriers to employment. Your continued support allows us to provide the training and enhanced services to allow people with disabilities to reach their full potential.

Yes, I want to assist LCI, Inc. in enhancing the lives of individuals with barriers to employment and other disadvantages.

Enclosed, please find my tax deductible contribution for:

\$25.00    \$50.00    \$75.00    \$100.00    \$1000.00    other\_\_\_\_\_

Please make check payable to LCI, Inc., 2711 Tramway Road, Sanford, NC 27332

Donation is in Honor of or in Memory of

\_\_\_\_\_

Yes, I would like more information on the LCI Planned Giving program so my contribution can support LCI participants for years to come.

Name:

Address:

Phone:

Email:

Thank you for your investment in the future of LCI and the lives of people with disabilities.

